

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: Probation Department J.P./K.S

BOARD AGENDA # *B-3

Urgent Routine

AGENDA DATE April 8, 2008

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval to Appoint a Probation Manager (Manager III - Safety) at a Starting Salary Above the Midpoint of Salary Band C (\$80,163)

STAFF RECOMMENDATIONS:

Authorize the appointment of Scott Ball to the position of Probation Manager at a salary above the mid-point of the band, which is \$80,163.20 annually.

FISCAL IMPACT:

The appointment of Mr. Ball at this level is below the rate of the retired incumbent. Thus, the net effect on the department's budget will be less than actual budget for the position.

BOARD ACTION AS FOLLOWS:

No. 2008-247

On motion of Supervisor O'Brien, Seconded by Supervisor Monteith
and approved by the following vote,

Ayes: Supervisors: O'Brien, Grover, Monteith, DeMartini, and Chairman Mayfield

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

4) _____ Other:

MOTION:



ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

Approval to Appoint a Probation Manager (Manager III-Safety) at a Starting Salary Above the Midpoint of Salary Band C (\$80,163)

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DISCUSSION:

The Probation Manager became vacant with the retirement of the current Manager on March 31, 2008. The Probation Manager is responsible for planning, development, implementing and evaluating the operations of a probation division including:

- Establishment of division goals, objectives and outcomes
- Design, implementation and evaluation of programs and services for performance-based outcomes and fiscal effectiveness
- Assisting in the recruitment, hiring, promotion and discipline of department staff
- Management of day-to-day activities of a probation division, including staff activities
- Establishment of standards and training for division staff
- Development and preparation of grants contracts, agreements and similar documents with other public and private organizations

The most qualified candidate, Scott Ball is currently employed with the Stanislaus County Probation Department as a Supervising Probation Officer. Mr. Ball has a Bachelor of Science degree in Criminal Justice and over twelve years of experience in probation services. It is recommended to appoint Mr. Ball at an annual salary of \$80,163.20, which is 5.4% above the midpoint of the salary band. Mr. Ball is currently receiving additional certification pay and retirement contributions as a classified employee and will no longer receive this additional compensation upon promoting to an unclassified management position. The requested salary is necessary to provide a standard promotional wage increase while considering the loss of certification pay, retirement contributions and pending wage increases for classified employees.

Mr. Ball's education, combined with his experience makes him an extremely qualified candidate who not only meets the minimum qualifications for the position, but the desirable qualifications as well. The County is fortunate to have found a candidate of this caliber to assume this position.

POLICY ISSUE:

Board approval is required to appoint unclassified employees at fifty-one percent (51%) or above the salary band. The Board should consider whether this action supports the Board's goals of ensuring a safe, healthy community and ensuring efficient government operations.

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Approval of this request support's the Board's priority of promoting efficient delivery of public services and a safe community and a healthy community.

STAFFING IMPACT:

Approval of this recommendation will allow the Probation Manager position to be filled with a highly qualified applicant.